

COLLECTIVE BARGAINING AGREEMENT

Between

**COOK COUNTY PHARMACY ASSOCIATION, CHICAGO JOINT BOARD,
RETAIL, WHOLESALE & DEPARTMENT STORE UNION**

LOCAL 200

ADMINISTRATIVE STAFF

And

COUNTY OF COOK

December 1, 2017 through November 30, 2020

Effective upon Approval by the Cook County Board of Commissioners

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This Collective Bargaining Agreement is made and entered into by and between the COOK COUNTY PHARMACY ASSOCIATION, LOCAL 200, CHICAGO JOINT BOARD, RETAIL, WHOLESALE & DEPARTMENT STORE UNION, hereinafter referred to as the "Union," and the COUNTY OF COOK, hereinafter referred to as the "County."

ARTICLE I Recognition

Section 1.1 Representation:

The County recognizes the Union as the sole and exclusive representative for all full-time and regular part-time employees in position of Administrative Assistant III, IV, V, Recruitment and Selection Analyst, Human Resource Specialist and Human Resource Assistant and any other titles certified by the Illinois Labor Relations Board to be included in this existing bargaining unit. employed by the County of Cook Health and Hospital System at Provident Hospital, Stroger Hospital Cermak Health Services and their respective "tied" Ambulatory Care Health Network Facilities bargaining units to be under one collective bargaining agreement (except those employees working less than twenty (20) hours per week), and excluding other employees of the County of Cook and Provident Hospital, Stroger Hospital, Cermak Health Services and their respective "tied" Ambulatory Care Health Network Facilities.

Section 1.2 Union Membership:

The County does not object to Union membership by its employees, and believes that certain benefits may inure from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues and initiation fee as a condition of membership.

The County will grant the Union an opportunity for up to one hour during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement. It is understood that the length (one-hour maximum) and type of presentation are the Union's concern.

Section 1.3 Dues check off:

With respect to any employee from whom the County receives individual written authorization, signed by the employee, in a form agreed upon by the Union and the County, the County shall deduct from the wages of the employee the dues and initiation fee required as a condition of membership, or a representation fee, and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. The amounts deducted shall be set by the Union.

Section 1.5 Religious Exemption:

Employees who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to

pay an amount equal to their fair share of Union dues, as described in Section 4, to a non-religious charitable organization mutually agreed upon by the Union, and the affected employees as set forth in Section (6) of the Illinois Public Labor Relations Act.

Section 1.6 Indemnification:

The Association shall indemnify and save the County harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provisions of this Agreement. If an incorrect deduction is made, the Association shall refund any such amount directly to the involved employee.

ARTICLE II

Declaration of Purpose and Authority of the County

Section 2.1 Community Interest:

The parties acknowledge the interest of the general community in the medical care offered by the Hospital and its employees, and declare their intent that this humanitarian service shall not be interrupted by reason of any dispute or disagreement among the Union, the Hospital or its employees. The purpose of this Agreement is to establish and maintain harmony and cooperation between the Hospital and the employees by setting forth the complete understanding between the County and Union with respect to wages, hours and other terms and conditions of employment of such employees, and to provide an orderly procedure for the prompt and fair disposition of any grievances that might arise, thereby assuring patients at the Hospital that, with the flexibility in the use of Hospital personnel provided herein, they will receive efficient and uninterrupted care at all time.

Section 2.2 County Authority:

For the purpose of assuring the maintenance of efficient and uninterrupted medical care, and recognizing that all functions of the Hospital are integrally related to such care, the parties agree that the County shall have full right and authority to manage all functions of the Hospital and to direct its employees, except as such rights are specifically limited by this Agreement. These rights include, but are not limited to, the right to manage the business of the Hospital; to determine standards of patient care; to develop and use new methods, procedures and equipment; to train employees; to decide whether to purchase or use its own personnel; to direct the working force; to determine the schedules and nature of work to be performed by employees and the methods, procedures and equipment to be utilized by the employees in the performance of their work; to eliminate, consolidate and develop new classifications, operating units and departments; to achieve the highest level of employee performance and production consistent with safety, good health and

sustained effort; to make and enforce reasonable rules of conduct and regulations; to hire, lay off, promote and transfer employees, to discipline or discharge employees for just cause; to utilize employees wherever and however necessary in cases of emergency, or in the interest of patient care or the efficient operation of the Hospital; and to maintain safety, efficiency and order in the Hospital. The exercise or non-exercise of rights hereby retained by the County shall not be construed as waiving any such right, or the right to exercise them in some other way in the future.

Section 2.3 County Obligation:

The Union recognizes that this Agreement does not empower the County to do anything that it is prohibited from doing by law.

Section 2.4 Employee Obligation:

The parties recognize that there may be reasonable differences of opinion as to whether a particular work assignment to an employee is within a specific limitation of this Agreement. It is agreed that in such instance the employee shall comply with the assignment and shall then utilize the grievance procedure, if necessary, to settle the difference.

Section 2.5 Union and County Meetings:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and the County agree to meet quarterly through designated representatives at the request of either party and at mutually agreed-upon times and locations.

Each party will try to ensure that representatives are present at such meetings who have direct knowledge of the issues to be discussed. In any event, no more than two (2) bargaining unit employees as representatives shall attend the meetings exclusive of Union staff. It is understood that the meetings will not exceed one (1) hour in duration, except by mutual agreement. Additional meetings may be scheduled at the request of either party. Representatives at these additional meetings shall be limited to those who have direct knowledge of the issues to be discussed.

The Union and the County further agree that each party will furnish the other with a list of agenda items for each such meeting at least one (1) week prior to the meeting.

For the purpose of this Agreement, "department" means Provident Hospital.

ARTICLE III
Hours of Work and Overtime

Section 3.1 Purpose of Article:

The provisions of this Article are not intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hours or work per day or days per week, or pay in lieu thereof, or as a limitation upon the maximum hours per day or per week which may be required. It is intended that a full-time employee will be scheduled for eighty (80) hours per pay period, unless the employee is on leave without pay or suspension without pay.

Section 3.2 Regular Work Periods:

- A. The regular workday for a full-time employee shall consist of eight (8) consecutive hours of work within the twenty-four (24) hour period beginning at his/her scheduled starting time. If any work periods need to be changed, the employees shall be given at least two (2) weeks' notice. The length of paid lunch periods shall not exceed one (1) hour. The regular pay period shall consist of two (2) regular work weeks.
- B. The County may also schedule employees in particular areas for ten (10) consecutive hours of work on eight days in a fourteen (14) day pay period, and not ordinarily schedule such work for individuals on more than four (4) consecutive work days. Hours worked in excess of ten (10) in one (1) day or eighty (80) in a pay period shall be paid for at the rate of time and one-half the applicable rate. Furthermore, the County does not object to flexible starting and ending work hours, as long as they are mutually agreeable to the employee and the Hospital and are consistent with the definition found in this section.

If an employee working these 10-hour shifts does not work a holiday, this employee will be paid ten (10) hours of holiday pay.

Section 3.3 Overtime Pay:

An employee shall be paid one and one-half times the total of the employees' regular hourly rate (including any differentials) for all hours worked in excess of eight (8) in any regular work day, or over eighty (80) in any regular pay period, except as noted in Article III, Section 2 paragraph B. For purposes of this section, FMLA hours shall not be used in the Computation of Overtime. Employees shall not be laid off from their regularly scheduled work to avoid the payment of overtime.

The County shall refuse overtime that would result in more than 40 hours of overtime in any pay period, or that would result in more than 624 hours of overtime in a fiscal year, except for situations of operational necessity.

Section 3.4 Release Time:

Elected Union officers working either a regular shift or an overtime shift shall be paid to attend the following meetings:

- 1) Negotiation sessions
- 2) Grievance Hearings
- 3) Disciplinary Hearings

The officer shall notify his/her supervisor promptly upon the scheduling of the meeting.

If the officer is not scheduled to work, he/she will not be paid. Officers scheduled on overtime shifts shall be paid at a straight time rate. Only one officer or steward will be paid to attend any particular grievance or disciplinary hearings.

ARTICLE IV

Seniority

Section 4.1 Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be ninety (90) calendar days. The probationary period shall be extended for a period equal to the time required for any formal training program required of any probationary employees, and the Union shall be consulted about the instituting of any such training program which extends the probationary period. A probationary employee shall have no seniority and may be terminated at any time during the probationary period for any lawful reason, and shall have no recall rights or recourse to the grievance procedure with respect to any such discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of most recent hire.

Section 4.2 Definition of Seniority:

Seniority is an employee's length of continuous employment in his/her pay grade. "Position" in this Agreement the classification as defined in Appendix A means Grade, e.g. GD 16, GD 18 etc.

Section 4.3 Promotion and Lay-off Preference:

- A. Bargaining unit employees shall receive preference over other applicants in filling vacant positions. Among bargaining unit employee applicants, the following shall be considered.
 - (1) Seniority, and
 - (2) Ability and fitness to perform the required work.
- B. When the qualifications in (2) are substantially equal seniority shall be the controlling factor.

Vacant positions shall be posted on the Cook County computerized application system (currently: Taleo) for at least fourteen (14) working days and may be advertised simultaneously internally and externally. In order to be selected for a position, applicants shall meet the qualifications of the job description. In all cases of promotion, the Employer shall consider the following factors in assessing candidates for an available position: ability, education (or equivalent experience).

Section 4.4 Reduction in Work Force:

The Union and the County agree that security in employment becomes relatively more important as employees increase their service at the Cook County Health and Hospital System and its predecessor. Should the County find it necessary to decrease the number of employees working within a position, the County shall give written notice to the Union at least three (3) weeks prior to the effective date of layoff of employees, except for a layoff of five (5) days or less in which case no notice need be given before or after such period. During that interim period, the County will meet with the Union to discuss the impact of that layoff on the affected employees. Employees in the affected position(s) shall be initially selected for layoff in accordance with Section 4.3, and shall be given notice thereof at least two (2) weeks prior to the effective date,

except for a layoff of five (5) days or less, in which case no be given before or after such period. Employees laid off as a result of the procedure shall be subject to recall in accordance with the provisions of Section 4.2, 4.3 before hiring new employees.

Employees laid off as a result of this procedure shall be subject to recall in accordance with the provisions of Section 4.3 before hiring new employees for a period of two years after the layoff and the Employer shall notify laid-off employees during period of such availability. Employees on approved paid or unpaid leaves of absence are subject to the provisions of this section.

Section 4.5 Return to Former Job:

An employee who has been promoted, transferred or recalled to another job within the represented unit may be returned by the Hospital to the former job or status within a reasonable period, but not to exceed ninety (90) calendar days, if the employee does not demonstrate the ability and fitness to satisfactorily perform the job to which promoted, transferred or recalled. During such ninety (90) calendar days, an employee shall retain seniority in the job classification from which promoted, transferred or recalled, and only thereafter shall seniority be transferred to the new job classification. An employee who has accepted another job within the represented unit may ask to return to the former job within seven (7) calendar days after commencing work on the new job without loss of seniority in the old job.

Section 4.6 Seniority List:

Upon the request of the Union, the County will furnish the Union a list showing the name, number, address, classification and last hiring date of each employee, and whether the employee is entitled to seniority or not. The list shall be furnished electronically. At the beginning of each fiscal year, the Department Head will post a similar list without employee addresses in a conspicuous place at their respective departments. After furnishing any such list, an employee or the Union must notify the County of any error within ten (10) calendar days thereafter, or the information so furnished will be considered correct and binding on the employee and the Union.

Section 4.7 Termination of Seniority:

An employee's seniority and employment relationship with the County shall terminate upon the occurrence of any of the following:

- (a) resignation or retirement;
- (b) discharge for just cause;
- (c) absence for three (3) consecutive work days without notification to the department head or designee during such period of the reason for the absence, unless the employee's explanation demonstrates that it would be unjust to mandate such sanction;
- (d) failure to report to work at the termination of a leave of absence or vacation, unless the employee's explanation demonstrates that it would be unjust to mandate such sanction;

- (e) absence from work because of lay-off or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;
- (f) failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from lay-off, or failure to report for work within sixteen (16) calendar days, after notice to report for work is sent by registered or certified mail, or by telegram, to the employee's last address on file with the Personnel Office where the employee works;
- (g) engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the County in writing.

Section 4.8 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 6, of this Agreement shall not be transferred from their job classifications or departments because of their activities on behalf of the Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union in advance of any such transfers.

Section 4.9 Evaluations:

Each employee will be evaluated according to the County's established evaluation procedure. Each employee shall be shown his or her evaluation, which shall be placed in the employee's file. A copy of the final evaluation will be provided to the employee. Employees shall have the right to respond in writing to their evaluation, and such response shall be placed in the employee's file.

ARTICLE V
Rates of Pay

Section 5.1 Job Classifications/Rates of Pay:

The salary grades and steps applicable to Administrative Assistants V's shall be increased as follows during the term of this Agreement for employees on the active payroll as of Union ratification and County approval of this Agreement:

Effective within 30 days of ratification of the Agreement by the County Board of Commissioners a one-time \$1,200 bonus will be paid to all employees in active status.

Effective December 1, 2018, a 10% reduction of the entry level pay rate.

Effective the first full pay period on or after September 1, 2019, the pay rates for all classifications shall be increased 2.00%.

Effective the first full pay period on or after September 1, 2020, the pay rates for all classifications shall be increased 2.000%.

Section 5.2 New, Changed or Misclassifications:

- A. During the term of this Agreement, the County may establish new and changed job classifications and change the duties of existing job classifications, provided that a major alteration of the classification structure shall not be made. In the event a new classification is placed in the bargaining unit for any reason, the County and Union agree to meet and bargain the terms and conditions of employment for that new classification, including rates of pay, work rules, etc., within thirty (30) days of the inclusion in the bargaining unit. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set terms and conditions of employment, including the rate of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate of pay. If the parties are unable to agree on the rate of pay, the County may put a rate into effect, closest to the employee(s) current salary without underpayment, and the Union, thereafter, may submit any dispute to the grievance procedure.
- B. An employee also may request that his/her position be reclassified, and the request will be reviewed by the employee's Department Head; if the Department Head agrees that the request is reasonable and/or justified, the Department Head will submit a reclassification request for approval by the CCHHS Chief of Human Resources or his/her designee. The County will discuss any reclassifications with the Union prior to implementation.

Section 5.3 Classification and Grade Changes:

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of this Agreement, the following rules shall apply:

- A. Promotions: An employee who is promoted to a job in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two (2) steps above the salary received at the time the promotion is made, provided that –
1. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
 2. The new salary is not below the first step established for the grade to which the employee is promoted.

If the new classification represents a promotion from a classification outside the represented unit to a classification within the represented unit, the employee shall be placed in the lowest step in the progression schedule for the new classification which will provide the employee an increase in pay. Subsequent increases within any new classification shall occur as of the first pay period commencing after the effective date of placement in the new classification.

In all cases of promotion, the effective date will set a new anniversary date.

B. Reclassifications:

1. An employee whose job is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date.

If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

2. An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides an increase one (1) step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date.

In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified.

C. Demotions:

The following shall apply to demotions from one grade to another:

1. An employee performing the duties of a job continuously since the beginning of Fiscal Year 2005, and demoted to a job in a lower salary grade, shall have the salary adjusted in the new job to the same step of the new salary grade as was received in the salary grade of the job from which demoted.
2. An employee promoted to a job in a higher salary grade after the beginning of Fiscal Year 2005 and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. Transfers:

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer. Such appointment shall not set a new anniversary date.

- E. Personnel promoted shall be paid upon promotion and employees transferred and promoted shall assume their new duties as soon as practical.

Section 5.4 Part-Time Employees:

Regular part-time employees shall receive the hourly rate provided for the respective grade and length of service as set forth in Appendix A of this Agreement.

Part-time employees regularly employed for twenty (20) or more hours per week shall be entitled to vacations, sick pay, holidays, hospitalization insurance, life insurance, jury pay and bereavement pay on a pro rata basis..

Disability and pension benefits for all part-time employees will be determined by the provisions of the County Employees Pension Plan.

**ARTICLE VI
Holidays**

Section 6.1 Regular Holidays:

The following days are hereby declared holidays, except in emergency and for necessary operations, for all employees in the bargaining unit.

New Year's Day
Lincoln's Birthday
Independence Day
Columbus Day
Thanksgiving Day

Martin Luther King's Birthday
Presidents' Day
Memorial Day
Labor Day
Veteran's Day
Christmas Day

Section 6.2 Eligibility:

To be eligible for holiday
following requirements:

pay, an employee must satisfy each of the

The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee's explanation for failing to report demonstrates that it would be unjust to mandate such sanction.

- (b) The employee must have worked at least forty (40) hours during the pay period in which the holiday occurs unless the employee was on vacation or paid sick leave during such period.

Section 6.3 Working Holidays:

Because the hospital operates every day of the year, and it is not possible for all employees to be off duty on the same day, the County has the right at its sole discretion to require any employee to work on any of the holidays listed in Section 1. Any employee who works on a holiday shall receive two and one-half (2-1/2) times the employee's regular hourly rate for the hours actually worked (including shift premium if applicable), but shall forfeit their right to have a day off for the holiday. It is agreed that if more than one employee volunteers to work the holiday, the assignment shall go to the employee with the most seniority as defined herein.

Section 6.4 Holidays in Vacations:

If a holiday falls within an employee's scheduled vacation, such employee, if otherwise eligible, shall be granted an additional day of vacation.

Section 6.5 Failure to Report:

An employee scheduled to work on a holiday but who fails to report shall not be eligible for a paid holiday. Such an employee who fails to report because of sickness can receive sick pay if eligible.

Section 6.6 Holiday Pay:

Except as outlined in Article III, Section 2, paragraphs B and C, employees eligible for holiday pay shall be paid eight (8) hours pay including shift premium, if applicable, at their hourly rate. Part-time employees regularly working twenty (20) or more hours per week shall receive holiday pay, including shift premium, on a pro rata basis.

Section 6.7 Floating Day:

In addition to the holidays listed, an employee shall be credited with one (1) floating holiday on December 1 of each year which must be used by the employee between December 1 and November 30. The floating holiday may not be carried over into the next fiscal year by the employee. The floating holiday will be scheduled upon at least forty-eight (48) hours' notice and in accordance with the procedure for vacation selection as set forth in this Agreement. Use of the floating holiday is restricted to a full day increment. Requests shall not be unreasonably denied. If an employee is required to work on an approved, scheduled floating day, the employee shall be entitled to holiday pay pursuant to Article VI, Section 6.

**ARTICLE VII
Vacations**

Section 7.1 Eligibility:

Vacation credit shall be earned for each month during which the employee is in an active pay status for at least eighty (80) straight-time hours. The amount of annual paid vacation for the employee will be according to the following schedule:

<u>Service</u>	<u>Vacation</u>
1 Year	3 Weeks
5 Years	4 Weeks
10 Years	5 Weeks

Employees employed for six (6) months shall be entitled to one (1) week vacation with pay, which shall be deducted from the three (3) weeks' vacation with pay to which they are entitled after one (1) year.

Section 7.2 Eligibility Year:

An employee's vacation eligibility year shall be the twelve (12) month period immediately preceding the anniversary of his/her most recent date of hire.

Section 7.3 Vacation Accrual:

During the employees first four (4) years of service, vacation credit will accrue at the rate of 4.62 hours per pay period; during the next five (5) years at the rate of 6.16 hours per pay period and thereafter at the rate of 7.7 hours per pay period.

Section 7.4 Vacation Preference and Scheduling:

Insofar as practicable, vacations will be granted to meet the requests of employees, and seniority will control in conflicts between employees covered by this Agreement at the time of scheduling

vacation periods; except that an employee may not exercise seniority preference for vacation choice more than once in a calendar year unless other employees involved have also previously used such preference.

Section 7.5 Accrued Benefits at Separation:

Upon termination of employment, the employee shall be paid all vacation and holiday pay accrued through the last day worked, but shall not be paid for any accumulated sick time.

ARTICLE VIII Welfare Benefits

Section 8.1 Hospitalization Insurance; Employee Contributions:

- A. The County agrees to maintain the current level of employee and dependent health benefits in accordance with Appendix C.
- B. Effective June 1, 2015, the below modifications and employee contributions for health insurance shall be the following percentages of his/her base salary depending on the plan and coverage selected:

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$15/\$30/\$50

Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

All rules and procedures governing the calculation and collection of such contributions shall be established by the County's Department of Risk Management, after consultation with Local 200. All employee contributions for Health Insurance shall be made on a pre-tax basis.

Section 8.2 Sick Pay:

An employee shall accumulate sick pay credits at the rate of 3.7 hours for each pay period in which the employee works or is paid for at least eighty (80) straight time hours. Sick pay may be 1

accumulated to a maximum of one hundred seventy-five (175) days. An employee will not earn sick pay credit while on leave of absence without pay, or during any period of absence from work due to occupational illness or injury.

An employee prevented from working due to illness or injury (other than occupational illness or injury) shall be entitled to receive sick pay for each day he/she would have worked and is hospitalized; for illness to the employee's spouse or dependent children or any non-hospitalized absence of the employee.

Sick pay is not to be used by employees as vacations or simply to take time off with pay, but employees shall not be disciplined for the bona fide use of sick pay except in cases of excessive absenteeism. The County shall keep the Union informed of employees suspected of abusing sick pay and the Union will cooperate with the County in counseling individuals in an effort to minimize such abuse.

Except as outlined in Article III, Section 2, paragraph C, for purposes of this Section, a day shall be defined as the number of regularly scheduled work hours as it relates to both sick leave accrual and the sick leaves deductible.

Section 8.3 Disability Benefits:

Employees incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Workers Compensation Act. Duty Disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan. Duty disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date the salary stops; such benefits to be reduced by any Workers' Compensation paid by the County. Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, provided they are in no-pay status at that date. If an employee receives accrued salary beyond the 31st day then disability payment will not begin until

the 1st day the employee is in no-pay status after the 30 days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the County otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty disability. Disability benefits paid by the Annuity and Benefit Fund are subject to statutory limits.

Section 8.4 Life Insurance:

All employees shall be provided with life insurance in an amount equal to the employee's annual salary (rounded to the next \$1,000), at no cost to the employee, with the option to purchase additional insurance up to a maximum of the employee's annual salary. No life insurance shall be offered through the County's HMO plans.

Section 8.5 Pension Plan:

The County Employees and Officers Annuity and Benefit Fund will be continued in effect for the duration of this Agreement, and all employees of the County are required to become members of that Fund. The Fund will continue to provide employees with annual statements of their interests therein.

Section 8.6 Dental Plan:

All employees shall be eligible to participate, at no cost to them, in the dental plan in accordance with Appendix C. No dental plan coverage shall be offered through the County's HMO plans.

Section 8.7 Vision Plan:

All employees shall be eligible to participate, at no cost to them, in the vision plan in accordance with Appendix C. No vision coverage shall be offered through the County's HMO plans.

Section 8.8 Hospitalization - New Hires:

All new employees covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

Section 8.9 Flexible Benefits Plan:

All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

**ARTICLE IX
Additional Benefits**

Section 9.1 Bereavement Pay:

In the event of death in the immediate family or household, an employee who has completed the probationary period will be granted as an excused absence such time as reasonably may be needed in connection therewith. For purposes of this Section, an employee's immediate family includes mother, father, husband/wife, child (including step children and foster children), brothers/sisters, grandchildren/grandparents, spouse's parents or such persons who have reared the employee. Any of the days between date of death and date of burial (both inclusive), plus necessary travel

time, on which the employee would have worked except for such death and on which he/she is excused from his/her regularly scheduled employment, shall be paid for at the regular straight-time hourly rate (including any applicable shift premium), provided, however, that such payment shall not exceed three (3) normal days' pay. When a death occurs 150 miles from 118 N. Clark the employee will be granted five (5) normal days' pay.

To qualify for pay as provided herein, the employee must present satisfactory proof of death in the form of a letter from the funeral home director, obituary, or a death certificate; and relationship to the deceased. Any additional time needed in the event of bereavement may be taken as vacation.

If an employee's vacation is interrupted by a death in the immediate family, bereavement pay as described herein shall be allowed, and such days will not be counted as vacation.

Section 9.2 Jury Make-Up Pay:

In the event an employee is summoned for jury duty, which includes required reporting for jury when summoned, whether or not the employee is used as a juror, the County shall pay the employee the difference between the amount received for each day's jury service and the employee's regular straight-time earnings for the days such employee would have been scheduled to work, but for such jury service. The employee shall notify his/her supervisor promptly upon receipt of the jury summons.

Section 9.3 Election Day:

An employee who is a registered voter will receive two (2) hours' time off (without pay) during his regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) work days prior to the election.

ARTICLE X Leaves of Absence

Section 10.1 Regular Leave:

An employee may be granted a leave of absence without pay by the Department Head, with the written approval of the CCHHS Chief Human Resources, or his or her designee. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year of continuous employment by the County not to exceed one (1) year, except for military service.

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Head. If approved by the Department Head, the application will then be forwarded to the CCHHS Chief of Human Resources or his or her designee for consideration. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted subject to the benefits and burdens of Article IV, Section 3.

Absence from County service on leave without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days but less than one (1) year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in anniversary date.

Section 10.2 Sick Leave:

Employees absent or expecting to be absent from work due to their illness for any period of intended absence beyond the use of any accumulated vacation days, sick days or compensatory days, are required to request a leave of absence. Applications for sick leaves or any extensions

thereof shall be handled in the manner specified in Section 1 of this Article, and shall not be denied for periods of bona fide disability.

Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and postpartum child care. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Department Head. Employees shall, upon request, receive maternity/paternity leave for adoptions as well as biological childbirth.

Section 10.3 Seniority on Leave:

An employee on an approved leave of absence shall retain seniority, but shall not accrue pension benefits during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. An employee returning from a leave of absence under Sections 1 or 2 of this Article will be entitled to return to the same or comparable position held prior to commencement of such leave, if the employee has sufficient seniority.

Section 10.4 Retention of Benefits:

An employee will not earn sick pay or vacation credits while on leave of absence. An employee on a leave of absence, except for maternity or paternity leave, will be required to pay the cost of the insurance benefits provided in Article VIII in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs through normal deductions or otherwise must be made with the Hospital's Payroll Office prior to departure on the leave. For the failure to make such arrangements the County may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 10.5 Military Leave:

Employees who enter the armed services of the United States shall be entitled to all the re-employment rights provided for in the Uniformed Services Employment Rights Act, 38.U.S.C. 4301, et seq.

An employee who has at least six (6) months or more of continuous actual services and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States shall be entitled to leave of absence with full pay for limited service in field training cruises and kindred recurring obligations such leave will normally be limited to fifteen (15) calendar days in each year or as amended pursuant to Cook County Policy.

Section 10.6 Family Medical Leave Act (FMLA):

Employees will be granted family medical leaves in accordance with the Family Medical Leave Act (FMLA).

Family and Medical Leave as described in this Section does not diminish other leaves contained in this contract.

An eligible employee may take approved unpaid family and medical leave of up to twelve (12) weeks per rolling twelve (12) month period as set forth below.

1. An eligible employee is one who has been employed by the County for the past 12 months and who has worked at least 1250 hours during the twelve-month period preceding leave commencement.
2. The circumstances under which an approved leave may be taken are as follows:
 - a. upon the birth of the employee's child;
 - b. upon the placement of a child with the employee for adoption or foster care;
 - c. when the employee is needed to care for a child, spouse, parent, or parent-in-law who has a serious health condition; or
 - d. when the employee is unable to perform the functions of his or her position because of a serious health condition.

A serious health condition is any illness, injury, impairment or physical or mental condition that requires inpatient care or continuing treatment by a physician.

3. If an employee has accrued sick, personal, paternity, or maternity leave which applies to the reason for the desired leave, such leave must be exhausted before the County will grant unpaid leave under this provision. Any such use of that leave also shall be considered family and medical leave and will be deducted from the twelve (12)-week total available under this section and the Family and Medical Leave Act.
4. When the need for leave is foreseeable, such as the birth or adoption of a child, or planned medical treatment, the employee must provide notice in writing at least thirty (30) days prior to the start of the leave or, if these events require leave to begin in less than thirty (30) days, or if the need for the leave is not foreseeable, as soon as practicable.
5. The County may require medical certification to support a claim for leave for the employee's own serious health condition or to care for a seriously ill child, spouse or parent. For the employee's own medical leave, such certification must include a statement that the employee is unable to perform one or more essential functions of his or her position. For leave to care for a seriously ill child, spouse or parent, such certification must include an estimate of the amount of time the employee is needed to provide care. In its discretion, the County may require a second medical opinion and periodic re-certifications at its own expense. If the first and second opinions differ, the County, at its own expense, may

require the binding opinion of a third health care provider, approved jointly by the County and the employee.

6. If certified medically necessary for a serious health condition, leave may be taken on an intermittent or reduced leave schedule. If leave is requested on such a basis, however, the County may require the employee to transfer temporarily to an alternative position at the same rate of pay.
7. Any employee who is granted an approved leave of absence under this provision may maintain group health insurance coverage by paying to the County before the end of the preceding month his/her contribution to the cost of that insurance. If the employee maintains such coverage, the County will continue during the leave period to make a contribution it would otherwise make pursuant to other provisions of this Agreement. If the employee elects not to return to work upon completion of an unpaid leave, the County may recover from the employee the cost of such payments made by the County, unless the employee's failure to return is for reasons beyond his or her control. An employee granted a family and medical leave can elect to use or not use his/her accrued vacation time for his/her FMLA.

Section 10.7 Educational Leave:

While it is understood there is no formal leave policy for educational purposes, the County will attempt to accommodate scheduling of employees attending work related classes.

Section 10.8 Parental Leave Policy:

The Employer agrees to comply with the published Cook County Parental Leave Policy.

Section 10.9 Leave of Absence:

A leave of absence not to exceed one (1) year without pay, will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job, and such leave may be extended by mutual agreement. Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend state and national conferences and conventions of the Union, not to exceed ten (10) work days for all employees.

ARTICLE XI
Grievance Procedure

Section 11.1 Definition:

A grievance is a difference between an employee or the Union and the County with respect to the interpretation or application of, or compliance with, this Agreement, the County's rules and regulations, or disciplinary action which does not include insurance disputes between employees and their dependents and the claims processor (which disputes are covered by a separate appeals process).

The grievance must be in writing and must contain a statement of the facts sufficient to apprise the County of the matter(s) complained of, the contract provision(s) alleged to be violated, and the remedy requested. If the grievance is defective, it may be returned to the grievant/Union, (depending on who filed the grievance) who shall have seven working days to correct the defects. The Union will send copies of grievances appealed or submitted to steps three or four to the County's Director of Human Resources or his/her designee. Grievances related to suspension or

discharge may be filed at Step 3 in the grievance procedure.

Section 11.2 Discipline:

Employees who are to be or may be disciplined are entitled to Union representation exclusively in any proceeding consistent with the Cook County Disciplinary Action Policy and Procedure. The Union and County agree that discipline should be timely, progressive and accompanied by counseling. Disciplinary charges must be brought within 30 days of knowledge of the event giving rise to the discipline, provided however, that if the County reasonably requires additional time to investigate beyond the 30-day period it will so notify the Union, within said 30 days.

Section 11.3 Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. Limited attendance of additional Union stewards for training purposes will be allowed with prior notification. Employees may take up grievances through steps one to three either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. A grievance relating to all or a substantial number of employees or to the Union's own interests or rights with the County may be initiated at step 3 by a Union representative.

Section 11.4 Grievance Procedure Steps:

Before a grievance is filed at Step 1, the written grievance must be presented to the affiliate's Human Resources Department, where it will be assigned a number. A copy of an appeal to Step 3 shall be sent by the Union to the applicable affiliate's Director of Human Resources.

The steps and time limits as provided in the County's Grievance Procedure are as follows:

<u>Step</u>	<u>Submission Time Limit This Step (calendar days)</u>	<u>Time Limits Submitted</u>	<u>Meeting</u>	<u>Response</u>
1	30 days	Immediate Supervisor	10 days	10 days
2	10 days	Hospital Director/ Designee	10 days	10 days
3	10 days	Human Resources Director/ Hearing Officer	30 days	30 days
4	30 days	Impartial Third Party	30 days	30 days

Section 11.5 Time Limits:

Initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at step four. Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the County.

Section 11.6 Stewards

Depending upon operational needs of the department, stewards shall be allowed to attend authorized meetings with Union Representatives during normal working hours without loss of pay. Such meetings shall be limited to a maximum of four per year per steward.

The Union will advise the County in writing of the names of the two (2) stewards in the department and shall notify the County promptly of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time.

Section 11.7 Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable time to enter the Hospital for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the Hospital's Director/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital Director/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the Hospital. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital and medical office rules applicable to non-employees.

Section 11.8 Impartial Arbitration:

If the Association is not satisfied with the Step 3 answer, it may within thirty (30) days after receipt of the Step 3 answer submit in writing to the County notice that the grievance is to enter impartial arbitration. The County proposes a permanent list of arbitrators to be mutually agreed upon. The remaining name shall be the Arbitrator. The Association and the County will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the County and the Association. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator in writing by the County and the Association. His/her decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

Section 11.9 Availability of Information:

Appropriate information, required by the Union to process a grievance, shall be provided by the County in a timely manner. To obtain this information, the Union must request it in writing. Such requests shall state the reason for the request, be specific as to the information requested--to include specific employee names when appropriate, state the grievance number, and shall be submitted in a timely manner to the department head/designee.

ARTICLE XII

Continuity of Operation

Section 12.1 No Strike:

The Union will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line at the Hospital, or other curtailment, restriction or interference with any of the County's functions or operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 12.2 Union Responsibility:

Should any activity prescribed in Section 1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

- (a) publicly disavow such action by the employees or other persons involved;
- (b) advise the County in writing that such action has not been caused or sanctioned by the Union;
- (c) notify the employees stating that it disapproves of such action instructing all employees to cease such action and return to work immediately;
- (d) take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the County to accomplish this end.

Section 12.3 Discharge of Violators:

The County shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Union in their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the County may not be disturbed. In the taking of such disciplinary action, the County will not discriminate among employees on the basis of race, color or creed.

Section 12.4 No Lock-Out:

The County agrees that it will not lock out its employees during the term of this Agreement or any extension thereof.

Section 12.5 Reservation of Rights:

In the event of any violation of this Article by the Union or the County, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedure provided in this Agreement is first exhausted.

ARTICLE XIII

Miscellaneous

Section 13.1 No Discrimination:

No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation and/or beliefs, or activity on behalf of the Union. The County and the Union acknowledge that the County of Cook has adopted and implemented a human rights ordinance which will be complied with; to the extent it is not inconsistent with this contract.

Section 13.2 Safety:

The County will continue to make reasonable provisions for the safety of its employees during their hours of employment. The County appreciates suggestions from employees concerning safety matters and will meet periodically with the Union to discuss these. No bargaining unit member shall be required to lift weights of more than sixty (60) pounds unassisted.

Section 13.3 Doctor's Statement:

An employee who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a doctor's statement as proof of illness, and may be required to undergo examination by the facility's and/or County's physician before returning to work.

For health related absences of less than five (5) consecutive days, a doctor's statement or proof of illness will not be required except in individual instances where the Facility has reason to suspect that the individual did not have valid health reasons for the absence. If indicated by the nature of a health absence, examination by a facility or county physician may be required to make sure that Employee is physically fit for return to work.

Section 13.4 Voluntary Workers:

Voluntary organizations and workers perform services in the Hospital that are a valuable and necessary contribution to the welfare of patients and to the operation of the Hospital. Also, the Hospital engages in education and research which involve persons performing tasks and being taught to perform tasks which are similar or identical to work of employees of the Hospital. The Hospital shall continue to have the right to avail itself of any and all such voluntary services, and to engage in such educational and research activities. No regular employees shall be laid off because of work done by volunteers.

Section 13.5 Bulletin Boards:

The County will provide a bulletin board at Provident Hospital for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards. Notices of a non-controversial nature, but only after submitting them to the Hospital Director/Designee for approval and posting. There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the Hospital property other than herein provided.

Section 13.6 Partial Invalidity:

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable due to any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

Section 13.7 Credit Union:

The County will continue to deduct from the wages of employees duly authorized deductions for the Union's Credit Union, and shall forward such amounts to the Credit Union. To the extent practicable, the County also will permit use of its premises by the Credit Union.

Section 13.8 Personnel Files:

Upon written request to the Department Personnel Office, an employee may inspect his/her personnel file at any time mutually acceptable to the employee and employer. Copies of materials in an employee's personnel file shall be provided to the employee upon request.

Section 13.9 Security Cameras:

No security cameras shall be posted in areas where employees have a reasonable expectation of off-duty privacy, such as washrooms and lunch areas. The cameras/videos are primarily to be used for security of staff and property.

Section 13.10 Sub-Contracting:

It is the general policy of the County to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant. The County will advise the Union at least five (5) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 13.11 Residency Requirement:

To encourage each Cook County employee to maintain a personal commitment to a residence in Cook County and to assure all residents that employees share in the responsibility of investing in the future of the County.

The County Shall only employ persons who maintain residence in the County throughout their employment. Any new employee shall have six months from date of hire to establish actual residency with Cook County.

Exemption: Grandfather Clause. All present County employees who reside outside of the County on December 1, 2017, are exempt from the provisions of the residency requirements of this section.

Section 13.12 Recording/GPS/AVL Devices

In order to ensure the safety of Cook County employees and to promote efficiency and economy of operations, the County may install any recording medium in any of its facilities and Global Positioning System (GPS) or Automatic Vehicle Locator (AVL) on any of its vehicles and other equipment. The purpose of the recording medium, GPS or AVL is to ensure the safe and efficient use of County resources and not for the sole purpose of discipline its employees. However, the

recording, GPS, or AVL may be used in support of discipline.

Section 13.13 Union and County Meetings Respecting Health Care:

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the other parties at least one

(1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

Section 13.14 Bilingual Pay:

Employees whose minimum qualifications outlined in their job descriptions do not require the employee to be bilingual, or to use sign language, shall receive an additional fifty dollars (\$50.00) per month.

ARTICLE XIV

Duration

Section 14.1 Term:

This Agreement shall become effective on December 1, 2017 and shall remain in effect through November 30, 2020. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement. In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date, until a new Agreement has been reached or either party shall give the other party five (5) consecutive days written notice of cancellation thereafter.

Section 14.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 537, with a copy to the County's Chief of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois; or if by the County, then such notice shall be addressed to the Union's President at 37 South Ashland Avenue, Chicago, Illinois 60607. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this _____ day of _____ 2018.

COUNTY OF COOK:

By: Toni Preckwinkle

TONI PRECKWINKLE
Cook County Board of Commissioners

Attest:

By: David Orr

DAVID D. ORR
Cook County Clerk

UNION:

Cook County Pharmacy Association, Chicago Joint Board, Retail, Wholesale & Department
Store Union, A, Local 200

By: Lisa Russell
LISA RUSSELL, President, Chicago Joint Board

APPROVED BY THE BOARD OF
COOK COUNTY COMMISSIONERS

NOV 14 2018

APPENDIX A

Cook County Pharmacy Association, Local 200 Health & Hospital System Administrative Staff

5287	12	Human Resources Assistant
0048	16	Administrative Assistant III
0050	18	Administrative Assistant IV
5712		Learning Development Assistant
5377		Recruitment and Selection Analyst
		Human Resources Specialist
6369	19	Medical Staff Liaison
6250		Residency Program Coordinator
5420	21	Talent Management Specialist
		Graphic Design Coordinator

		After 2 Years At 5th Step								Year at 1st	Year at 2nd	Year at 3rd
										Longevity Rate & 10 Years Service	Longevity Rate & 15 Years Service	Longevity Rate & 20 Years Service
Grade		Entry Rate	Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step
9	Hourly	13,784	15,316	15,966	16,646	17,353	18,091	18,863	19,663	20,202	20,607	21,638
	Bi-Weekly	1,102.72	1,225.28	1,277.28	1,331.68	1,388.24	1,447.28	1,509.04	1,573.04	1,616.16	1,648.56	1,731.04
	Annual	28,670	31,857	33,209	34,623	36,094	37,629	39,235	40,899	42,020	42,862	45,007
10	Hourly	14,765	16,405	17,104	17,831	18,587	19,377	20,201	21,060	21,641	22,073	23,176
	Bi-Weekly	1,181.20	1,312.40	1,368.32	1,426.48	1,486.96	1,550.16	1,616.08	1,684.80	1,731.28	1,765.84	1,854.08
	Annual	30,711	34,122	35,576	37,088	38,660	40,304	42,018	43,804	45,013	45,911	48,206
11	Hourly	15,851	17,601	18,349	19,131	19,942	20,788	21,672	22,594	23,216	23,680	24,864
	Bi-Weekly	1,268.08	1,408.08	1,467.92	1,530.48	1,595.96	1,663.04	1,733.76	1,807.52	1,857.28	1,894.40	1,989.12
	Annual	32,970	36,610	38,165	39,792	41,479	43,239	45,077	46,995	48,289	49,254	51,717
12	Hourly	16,964	18,849	19,652	20,488	21,359	22,265	23,212	24,198	24,864	25,360	26,629
	Bi-Weekly	1,357.12	1,507.92	1,572.16	1,639.04	1,708.72	1,781.20	1,856.96	1,935.84	1,989.12	2,028.80	2,130.32
	Annual	35,285	39,205	40,876	42,615	44,426	46,311	48,280	50,331	51,717	52,748	55,388
13	Hourly	18,170	20,189	21,047	21,939	22,874	23,846	24,858	25,915	26,828	27,162	28,518
	Bi-Weekly	1,453.60	1,615.12	1,683.76	1,755.12	1,829.92	1,907.68	1,988.64	2,073.20	2,130.24	2,172.96	2,281.44
	Annual	37,793	41,993	43,777	45,633	47,577	49,599	51,704	53,903	55,386	56,496	59,317
14	Hourly	19,508	21,676	22,598	23,557	24,559	25,601	26,689	27,824	28,588	29,160	30,619
	Bi-Weekly	1,560.64	1,734.08	1,807.84	1,884.56	1,964.72	2,048.08	2,135.12	2,225.92	2,287.04	2,332.80	2,449.52
	Annual	40,576	45,066	47,003	48,998	51,082	53,250	55,513	57,873	59,463	60,652	63,687
15	Hourly	21,002	23,335	24,326	25,359	26,436	27,560	28,732	29,952	30,777	31,394	32,962
	Bi-Weekly	1,680.16	1,866.80	1,946.00	2,028.72	2,114.88	2,204.80	2,298.56	2,396.16	2,462.16	2,511.52	2,636.96
	Annual	43,684	48,536	50,596	52,746	54,986	57,324	59,762	62,300	64,016	65,289	68,560
16	Hourly	22,544	25,049	26,114	27,224	28,379	29,584	30,842	32,156	33,039	33,700	35,384
	Bi-Weekly	1,803.52	2,003.92	2,089.12	2,177.92	2,270.32	2,366.72	2,467.36	2,572.48	2,643.12	2,696.00	2,830.72
	Annual	46,891	52,101	54,317	56,625	59,028	61,534	64,151	66,884	68,721	70,096	73,598
17	Hourly	24,193	26,881	28,026	29,214	30,457	31,750	33,101	34,507	35,457	36,166	37,973
	Bi-Weekly	1,935.44	2,150.48	2,242.08	2,337.12	2,436.56	2,540.00	2,648.08	2,760.56	2,836.56	2,893.28	3,037.84
	Annual	50,321	55,912	58,294	60,765	63,350	66,040	68,860	71,774	73,750	75,225	78,983
18	Hourly	25,916	28,795	30,018	31,294	32,623	34,010	35,457	36,962	37,978	38,740	40,678
	Bi-Weekly	2,073.28	2,303.60	2,401.44	2,503.52	2,609.84	2,720.80	2,836.56	2,966.96	3,038.24	3,099.20	3,254.24
	Annual	53,905	59,893	62,437	65,091	67,855	70,740	73,750	76,880	78,994	80,579	84,610
19	Hourly	28,425	31,583	32,927	34,328	35,786	37,305	38,894	40,544	41,661	42,494	44,620
	Bi-Weekly	2,274.00	2,626.64	2,634.16	2,746.24	2,862.88	2,984.40	3,111.52	3,243.52	3,332.88	3,399.52	3,569.60
	Annual	59,124	65,692	68,488	71,402	74,434	77,594	80,899	84,331	86,654	88,387	92,809
20	Hourly	31,214	34,682	36,156	37,694	39,296	40,965	42,706	44,521	45,745	46,660	48,993
	Bi-Weekly	2,497.12	2,774.56	2,892.48	3,015.52	3,143.68	3,277.20	3,416.48	3,561.68	3,659.60	3,732.80	3,919.44
	Annual	64,925	72,138	75,204	78,403	81,735	85,207	88,828	92,603	95,149	97,052	101,905
21	Hourly	34,304	38,115	39,734	41,424	43,184	45,019	46,931	48,927	50,274	51,276	53,841
	Bi-Weekly	2,744.32	3,049.20	3,178.72	3,313.92	3,454.72	3,601.52	3,754.48	3,914.16	4,021.92	4,102.08	4,307.28
	Annual	71,352	79,279	82,646	86,161	89,822	93,639	97,616	101,768	104,569	106,654	111,989
22	Hourly	37,844	41,827	43,605	45,458	47,388	49,404	51,501	53,692	55,168	56,270	59,086
	Bi-Weekly	3,011.52	3,346.16	3,488.40	3,636.64	3,791.04	3,952.32	4,120.08	4,295.36	4,413.44	4,501.60	4,726.88
	Annual	76,299	87,000	90,698	94,552	98,567	102,760	107,122	111,679	114,749	117,041	122,898
23	Hourly	39,482	43,869	45,736	47,679	49,705	51,818	54,020	56,316	57,864	59,022	61,973
	Bi-Weekly	3,158.56	3,509.52	3,658.88	3,814.32	3,976.40	4,145.44	4,321.60	4,505.28	4,629.12	4,721.76	4,957.84
	Annual	82,122	91,247	95,130	99,172	103,386	107,781	112,361	117,137	120,357	122,765	128,903

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH AND HOSPITAL SYSTEM - LOCAL 200

Grade		Entry Rate	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step		After 2 Years At 5th Step	Year at 1st Longevity	Year at 2nd Longevity	Year at 3rd Longevity
															Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service
9	Hourly	14.060	15.622	16.285	16.979	17.700	18.453	19.240	20.056	20.606	21.019	22.071					
	Bi-Weekly	1,124.80	1,249.76	1,302.80	1,358.32	1,416.00	1,476.24	1,539.20	1,604.48	1,648.48	1,681.52	1,765.68					
	Annual	29,244	32,493	33,872	35,316	36,816	38,382	40,019	41,716	42,860	43,719	45,907					
10	Hourly	15.060	16.733	17.446	18.188	18.959	19.765	20.605	21.481	22.074	22.514	23.640					
	Bi-Weekly	1,204.80	1,338.64	1,395.68	1,455.04	1,516.72	1,581.20	1,648.40	1,718.48	1,765.92	1,801.12	1,891.20					
	Annual	31,324	34,804	36,287	37,831	39,434	41,111	42,858	44,680	45,913	46,829	49,171					
11	Hourly	16.168	17.953	18.716	19.514	20.341	21.204	22.105	23.046	23.680	24.154	25.361					
	Bi-Weekly	1,293.44	1,436.24	1,497.28	1,561.12	1,627.28	1,696.32	1,768.40	1,843.68	1,894.40	1,932.32	2,028.88					
	Annual	33,629	37,342	38,929	40,589	42,309	44,104	45,978	47,935	49,254	50,240	52,750					
12	Hourly	17.303	19.223	20.045	20.898	21.786	22.710	23.676	24.682	25.361	25.867	27.162					
	Bi-Weekly	1,384.24	1,537.84	1,603.60	1,671.84	1,742.88	1,816.80	1,894.08	1,974.56	2,028.88	2,069.36	2,172.96					
	Annual	35,990	39,983	41,693	43,467	45,314	47,236	49,246	51,338	52,750	53,803	56,486					
13	Hourly	18.533	20.593	21.468	22.378	23.331	24.323	25.355	26.433	27.161	27.705	29.088					
	Bi-Weekly	1,482.64	1,647.44	1,717.44	1,790.24	1,866.48	1,945.84	2,028.40	2,114.64	2,172.88	2,216.40	2,327.04					
	Annual	38,548	42,833	44,653	46,546	48,528	50,591	52,738	54,980	56,494	57,626	60,503					
14	Hourly	19.898	22.110	23.050	24.028	25.050	26.113	27.223	28.380	29.160	29.743	31.231					
	Bi-Weekly	1,591.84	1,768.80	1,844.00	1,922.24	2,004.00	2,089.04	2,177.84	2,270.40	2,332.80	2,379.44	2,498.48					
	Annual	41,387	45,988	47,944	49,978	52,104	54,315	56,623	59,030	60,652	61,865	64,960					
15	Hourly	21.422	23.802	24.812	25.866	26.965	28.111	29.307	30.551	31.393	32.022	33.621					
	Bi-Weekly	1,713.76	1,904.16	1,984.96	2,069.28	2,157.20	2,248.88	2,344.56	2,444.08	2,511.44	2,561.76	2,689.68					
	Annual	44,557	49,508	51,608	53,801	56,087	58,470	60,958	63,546	65,297	66,605	69,931					
16	Hourly	22.995	25.550	26.636	27.768	28.947	30.176	31.459	32.799	33.700	34.374	36.092					
	Bi-Weekly	1,839.60	2,044.00	2,130.88	2,221.44	2,315.76	2,414.08	2,516.72	2,623.92	2,696.00	2,749.92	2,887.36					
	Annual	47,829	53,144	55,402	57,757	60,209	62,766	65,434	68,221	70,096	71,497	75,071					
17	Hourly	24.677	27.419	28.587	29.798	31.066	32.385	33.763	35.197	36.166	36.889	38.732					
	Bi-Weekly	1,974.16	2,193.52	2,286.96	2,383.84	2,485.28	2,590.80	2,701.04	2,815.76	2,893.28	2,951.12	3,098.56					
	Annual	51,328	57,031	59,460	61,979	64,617	67,360	70,227	73,209	75,225	76,729	80,562					
18	Hourly	26.434	29.371	30.618	31.920	33.275	34.690	36.166	37.701	38.738	39.515	41.492					
	Bi-Weekly	2,114.72	2,349.68	2,449.44	2,553.60	2,662.00	2,775.20	2,893.28	3,016.08	3,099.04	3,161.20	3,319.36					
	Annual	54,982	61,091	63,685	66,393	69,212	72,155	75,225	78,418	80,575	82,191	86,303					
19	Hourly	28.994	32.215	33.586	35.015	36.502	38.051	39.672	41.355	42.494	43.344	45.512					
	Bi-Weekly	2,319.52	2,577.20	2,686.88	2,801.20	2,920.16	3,044.08	3,173.76	3,308.40	3,399.52	3,467.52	3,640.96					
	Annual	60,307	67,007	69,858	72,831	75,924	79,146	82,517	86,018	88,387	90,155	94,664					
20	Hourly	31.838	35.376	36.879	38.448	40.082	41.784	43.560	45.411	46.660	47.593	49.973					
	Bi-Weekly	2,547.04	2,830.08	2,950.32	3,075.84	3,206.56	3,342.72	3,484.80	3,632.88	3,732.80	3,807.44	3,997.84					
	Annual	66,223	73,582	76,708	79,971	83,370	86,910	90,604	94,454	97,052	98,993	103,943					
21	Hourly	34.990	38.877	40.529	42.252	44.048	45.919	47.870	49.906	51.279	52.302	54.918					
	Bi-Weekly	2,799.20	3,110.16	3,242.32	3,380.16	3,523.84	3,673.52	3,829.60	3,992.48	4,102.32	4,184.16	4,393.44					
	Annual	72,779	80,864	84,300	87,884	91,619	95,511	99,569	103,804	106,660	108,788	114,229					
22	Hourly	38.397	42.664	44.477	46.367	48.336	50.392	52.531	54.766	56.271	57.395	60.268					
	Bi-Weekly	3,071.76	3,413.12	3,558.16	3,709.36	3,866.88	4,031.36	4,202.48	4,381.28	4,501.68	4,591.60	4,821.44					
	Annual	79,865	88,741	92,512	96,443	100,538	104,815	109,264	113,913	117,043	119,381	125,357					
23	Hourly	40.272	44.746	46.651	48.633	50.699	52.854	55.100	57.442	59.021	60.202	63.212					
	Bi-Weekly	3,221.76	3,579.68	3,732.08	3,890.64	4,055.92	4,228.32	4,408.00	4,595.36	4,721.68	4,816.16	5,056.96					
	Annual	83,765	93,071	97,034	101,156	105,453	109,936	114,608	119,479	122,763	125,220	131,480					

SCHEDULE I
BUREAU OF HUMAN RESOURCES
HEALTH AND HOSPITAL SYSTEM - LOCAL 200

Grade		Entry Rate	Entry Rate 2	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step		After 2 Years At 5th Step	Year at 1st Longevity	Year at 2nd Longevity	Year at 3rd Longevity
															Rate & 10 Years Service	Rate & 15 Years Service	Rate & 20 Years Service
9	Hourly	14,341	15,934	16,611	17,319	18,054	18,822	19,625	20,457	21,018	21,439	22,512					
	Bi-Weekly	1,147.28	1,274.72	1,328.88	1,385.52	1,444.32	1,505.76	1,570.00	1,636.56	1,681.44	1,715.12	1,800.96					
	Annual	29,829	33,142	34,550	36,023	37,552	39,149	40,820	42,550	43,717	44,593	46,824					
10	Hourly	15,361	17,068	17,795	18,552	19,338	20,160	21,017	21,911	22,515	22,964	24,113					
	Bi-Weekly	1,228.88	1,365.44	1,423.60	1,484.16	1,547.04	1,612.80	1,681.36	1,752.68	1,801.20	1,837.12	1,929.04					
	Annual	31,950	35,501	37,013	38,588	40,223	41,932	43,715	45,574	46,831	47,765	50,155					
11	Hourly	16,491	18,312	19,090	19,904	20,748	21,628	22,547	23,507	24,154	24,637	25,868					
	Bi-Weekly	1,319.28	1,464.96	1,527.20	1,592.32	1,659.84	1,730.24	1,803.76	1,880.56	1,932.32	1,970.96	2,069.44					
	Annual	34,301	38,098	39,707	41,400	43,155	44,986	46,897	48,894	50,240	51,244	53,805					
12	Hourly	17,649	19,607	20,446	21,316	22,222	23,164	24,150	25,176	25,868	26,384	27,705					
	Bi-Weekly	1,411.92	1,568.56	1,635.68	1,705.28	1,777.76	1,853.12	1,932.00	2,014.08	2,069.44	2,110.72	2,216.40					
	Annual	36,709	40,782	42,527	44,337	46,221	48,181	50,232	52,366	53,805	54,878	57,626					
13	Hourly	18,904	21,005	21,897	22,826	23,798	24,809	25,862	26,962	27,704	28,259	29,670					
	Bi-Weekly	1,512.32	1,680.40	1,751.76	1,826.08	1,903.84	1,984.72	2,068.96	2,156.96	2,216.32	2,260.72	2,373.60					
	Annual	39,320	43,690	45,545	47,478	49,499	51,602	53,792	56,080	57,624	58,778	61,713					
14	Hourly	20,296	22,552	23,511	24,509	25,551	26,635	27,767	28,948	29,743	30,338	31,856					
	Bi-Weekly	1,623.68	1,804.16	1,880.88	1,960.72	2,044.08	2,130.80	2,221.36	2,315.84	2,379.44	2,427.04	2,548.48					
	Annual	42,215	46,908	48,902	50,978	53,146	55,400	57,755	60,211	61,865	63,103	66,260					
15	Hourly	21,850	24,278	25,308	26,383	27,504	28,673	29,893	31,162	32,021	32,662	34,293					
	Bi-Weekly	1,748.00	1,942.24	2,024.64	2,110.64	2,200.32	2,293.84	2,391.44	2,492.96	2,561.68	2,612.96	2,743.44					
	Annual	45,448	50,498	52,640	54,876	57,208	59,639	62,177	64,816	66,603	67,936	71,329					
16	Hourly	23,455	26,061	27,169	28,323	29,526	30,780	32,088	33,455	34,374	35,061	36,814					
	Bi-Weekly	1,876.40	2,084.88	2,173.52	2,265.84	2,362.08	2,462.40	2,567.04	2,676.40	2,749.92	2,804.88	2,945.12					
	Annual	48,786	54,206	56,511	58,911	61,414	64,022	66,743	69,588	71,497	72,926	76,573					
17	Hourly	25,171	27,967	29,159	30,394	31,687	33,033	34,438	35,901	36,889	37,627	39,507					
	Bi-Weekly	2,013.68	2,237.36	2,332.72	2,431.52	2,534.96	2,642.64	2,755.04	2,872.08	2,951.12	3,010.16	3,160.56					
	Annual	52,355	58,171	60,650	63,219	65,908	68,708	71,631	74,674	76,729	78,264	82,174					
18	Hourly	26,963	29,958	31,230	32,558	33,941	35,384	36,889	38,455	39,513	40,305	42,322					
	Bi-Weekly	2,157.04	2,398.64	2,498.40	2,604.64	2,715.28	2,830.72	2,951.12	3,076.40	3,161.04	3,224.40	3,385.76					
	Annual	56,063	62,312	64,958	67,720	70,597	73,598	76,729	79,986	82,187	83,834	88,029					
19	Hourly	29,574	32,859	34,258	35,715	37,232	38,812	40,465	42,182	43,344	44,211	46,422					
	Bi-Weekly	2,365.92	2,628.72	2,740.64	2,857.20	2,978.56	3,104.96	3,237.20	3,374.56	3,467.52	3,536.88	3,713.76					
	Annual	61,513	68,346	71,256	74,287	77,442	80,728	84,167	87,738	90,155	91,958	96,557					
20	Hourly	32,475	36,084	37,617	39,217	40,884	42,620	44,431	46,319	47,593	48,545	50,972					
	Bi-Weekly	2,598.00	2,886.72	3,009.36	3,137.36	3,270.72	3,409.60	3,554.48	3,705.52	3,807.44	3,883.60	4,077.76					
	Annual	67,548	75,054	78,243	81,571	85,038	88,649	92,416	96,343	98,993	100,973	106,021					
21	Hourly	35,690	39,655	41,340	43,097	44,929	46,837	48,827	50,904	52,305	53,348	56,016					
	Bi-Weekly	2,855.20	3,172.40	3,307.20	3,447.76	3,594.32	3,746.96	3,906.16	4,072.32	4,184.40	4,267.84	4,481.28					
	Annual	74,235	82,482	85,987	89,641	93,452	97,420	101,560	105,880	108,794	110,963	116,513					
22	Hourly	39,165	43,517	45,367	47,294	49,303	51,400	53,582	55,861	57,396	58,543	61,473					
	Bi-Weekly	3,133.20	3,481.36	3,629.36	3,783.52	3,944.24	4,112.00	4,286.56	4,468.88	4,591.68	4,683.44	4,917.84					
	Annual	81,463	90,515	94,363	98,371	102,550	106,812	111,450	116,190	119,383	121,769	127,863					
23	Hourly	41,077	45,641	47,584	49,606	51,713	53,911	56,202	58,591	60,201	61,406	64,476					
	Bi-Weekly	3,286.16	3,651.28	3,806.72	3,968.48	4,137.04	4,312.88	4,496.16	4,687.28	4,816.08	4,912.48	5,158.08					
	Annual	85,440	94,933	98,974	103,180	107,563	112,134	116,900	121,869	125,218	127,724	134,110					

Side Letter of Agreement

Between

**COOK COUNTY PHARMACY ASSOCIATION, CHICAGO JOINT BOARD,
RETAIL, WHOLESALE & DEPARTMENT STORE UNION
LOCAL 200
(ADMINISTRATIVE STAFF)**

And

**COUNTY OF COOK
HEALTH AND HOSPITAL SYSTEM**

The parties agree, before Local 200 Administrative Staff bargaining unit employees are required to work weekends, the County will notify the Union and meet to negotiate over the terms and conditions.

Side Letter of Agreement

Between

**COOK COUNTY PHARMACY ASSOCIATION, CHICAGO JOINT BOARD,
RETAIL, WHOLESALE & DEPARTMENT STORE UNION
LOCAL 200
(ADMINISTRATIVE STAFF)**

And

**COUNTY OF COOK
HEALTH AND HOSPITAL SYSTEM**

If the Employer, subsequent to ratification of this Agreement and prior to the expiration of the Agreement (i.e. November 30, 2020) enters into an agreement with any other union, (excluding an interest arbitration award) that contains across the board wage increases greater than those set forth in this Agreement, or agrees to a lower rate of employee contribution to health insurance), then upon demand by the Union those wage increases or health insurance changes will be applied to members of this bargaining unit.

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2017 AND DECEMBER 1, 2020

Cook County Benefit Overview

HMO(s)	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Out of Pocket Maximum</i>	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,600 single / \$3,200 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$15 copay	\$15 copay
<i>Specialists</i>	\$20 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$15 copay	\$15 copay
<i>Emergency Room</i>	\$75 copay	\$75 copay

PPO	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$350 / \$700 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,600/\$3,200 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)

<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$35 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% in network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
PLAN DESIGN AND PAYROLL CONTRIBUTIONS CHANGES EFFECTIVE
DECEMBER 1, 2017 AND DECEMBER 1, 2020**

<i>Emergency Room – In / Out of Network</i>	\$75 copay	\$75 copay
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Drug	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Prescription Drugs – Retail</i>	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail	Generic: \$15 copay Brand Formulary: \$30 copay Brand Non-Formulary: \$50 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	PBM's generic step therapy program	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	Mandatory mail-order for maintenance drugs	Mandatory mail-order for maintenance drugs

Vision	Current - Benefits Effective 12/1/2015
<i>Eye Examination</i>	\$0 copay Once per 12 months
<i>Eyeglass Lenses*</i>	\$0 copay standard uncoated plastic Once per 12 months
<i>Frames</i>	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months
<i>Contact Lenses*</i>	\$0 copay up to \$100 Once per 12 months

**Either eyeglass lenses OR contact lenses are covered every 12 months*

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
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DECEMBER 1, 2017 AND DECEMBER 1, 2020**

Cook County Benefit Overview (Cont.)

Dental – HMO	Current – Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$0 (None)
<i>Benefit Period Maximum</i>	None
<i>Preventive</i>	Requires a Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19
<i>Basic Benefits</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%
<i>Major Services</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19

Dental – PPO	Current - Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)

<i>Preventive (2 exams / cleanings per Benefit Period)</i>	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Primary Services X-Rays Space Maintainers</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Restorative Services Routine Fillings</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C – VERSION II
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DECEMBER 1, 2017 AND DECEMBER 1, 2020**

<i>Emergency Services</i>	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Endodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Periodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Prosthetics</i>	50% of Maximum Allowance (In and out of network)
<i>Orthodontics</i>	50% up to a lifetime max of \$1,250 (In and out of network)

Cook County Benefit Overview (Cont.)

Employee Contributions – As a Percentage of Salary (Pre-Tax)

Blue Advantage HMO	Current Effective 12/1/2016
Employee Only	1.50%
Employee + Spouse	2.00%
Employee + Child(ren)	1.75%
Employee + Family	2.25%

PPO	Current Effective 12/1/2016
Employee Only	2.50%
Employee + Spouse	3.00%
Employee + Child(ren)	2.75%
Employee + Family	3.25%
Dental	Current Effective 12/1/2016
HMO	\$0
PPO	\$0
Vision	Current Effective 12/1/2016
Vision Plan	\$0